

Yellowstone County

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TO: Elected Officials, Department Heads, and Non-union Employees

FROM: Board of County Commissioners

RE: FY 2020 Salary Increase for Non-union Employees

DATE: July 1, 2019

The Board of County Commissioners has approved the following non-union compensation package. This compensation plan includes a base wage adjustment, movement toward midpoint and longevity recognition.

NON-UNION EMPLOYEE BASE WAGE ADJUSTMENT FOR FY 2020

- For non-union employees hired on or before June 30, 2019, your base compensation will increase 3.25% on July 1, 2019 if your FY19 base salary is below the FY20 midpoint of your grade.
- Additionally, to promote salary progression toward midpoint, employees that have a FY19 base pay below midpoint of their FY20 pay grade and have four or more years of county service as of 7/01/19 will receive an additional 0.15% times the FY19 base for each year of service not to exceed six years.
 - A. Below midpoint with four (4) years equates to an additional 0.6%
 - B. Below midpoint with five (5) years equates to an additional 0.75%
 - C. Below midpoint with six or more (6+) years equates to an additional 0.9%
- For non-union employees hired on or before June 30, 2019, your base compensation will increase 2.75% on July 1, 2019 if your FY19 base salary is above the FY20 midpoint of your grade.
- Employees whose base pay exceeds the maximum of their FY20 pay grade after receiving the raise above will receive a lump sum payment for the amount over maximum in January 2020. Employees must be employed through December 31, 2019 to be eligible for the lump sum payment.

NON-UNION LONGEVITY FOR FY 2020:

- Non-union employees will be eligible for the longevity program starting on the non-union employee's fifth (5th) anniversary date (four years and 366 days). To be eligible for longevity, non-union employees must be continuously employed and reach their annual anniversary date. It is not prorated.
- Longevity pay will be separate from base salary and paid in a lump sum on the 10th of the next month following your anniversary date unless your date is the first day of that month. Longevity will be computed as follows for your FY20 payment for fulltime employees:
 - Number of year's continuous longevity multiplied times \$100.00 per year.
- Part-time employees will receive longevity @ \$100.00 per continuous year times their budgeted full-time equivalent status.
- Non-union employees eligible for other longevity plans are not eligible for the \$100 per year longevity.

The Fiscal Year 2020 Pay Grade Structure Schedule is attached. Please circulate this memo and the FY20 Salary Schedule to all non-union employees.

Thank you for your commitment to public service and Yellowstone County.

Copy: H.R./payroll

Yellowstone County FY 20 Salary Schedule

1.90% July 1, 2019 through June 30, 2020

Annual

Hourly

| Grade | Minimum 80% | Midpoint 100% | Maximum 120% | | Minimum 80% | Midpoint 100% | Maximum 120% |
|-------|--------------|---------------|---------------|--|-------------|---------------|--------------|
| B | \$ 25,353.18 | \$ 31,691.47 | \$ 38,029.77 | | \$12.19 | \$15.24 | \$18.28 |
| C | \$ 27,888.50 | \$ 34,860.62 | \$ 41,832.74 | | \$13.41 | \$16.76 | \$20.11 |
| D | \$ 31,778.72 | \$ 39,723.40 | \$ 47,668.09 | | \$15.28 | \$19.10 | \$22.92 |
| E | \$ 36,929.60 | \$ 46,161.99 | \$ 55,394.39 | | \$17.75 | \$22.19 | \$26.63 |
| F | \$ 40,545.02 | \$ 50,681.28 | \$ 60,817.54 | | \$19.49 | \$24.37 | \$29.24 |
| G | \$ 44,928.68 | \$ 56,160.85 | \$ 67,393.02 | | \$21.60 | \$27.00 | \$32.40 |
| H | \$ 49,312.34 | \$ 61,640.42 | \$ 73,968.50 | | \$23.71 | \$29.63 | \$35.56 |
| I | \$ 53,695.99 | \$ 67,119.99 | \$ 80,543.99 | | \$25.82 | \$32.27 | \$38.72 |
| J | \$ 60,270.97 | \$ 75,338.71 | \$ 90,406.46 | | \$28.98 | \$36.22 | \$43.46 |
| K | \$ 66,844.94 | \$ 83,556.17 | \$ 100,267.40 | | \$32.14 | \$40.17 | \$48.21 |
| L | \$ 75,612.25 | \$ 94,515.31 | \$ 113,418.37 | | \$36.35 | \$45.44 | \$54.53 |
| M | \$ 83,282.38 | \$ 104,102.98 | \$ 124,923.57 | | \$40.04 | \$50.05 | \$60.06 |